

**IOWA WORKFORCE DEVELOPMENT  
UNEMPLOYMENT INSURANCE APPEALS**

68-0157 (9-06) - 3091078 - EI

**KORAKAHN K PHOMPHENG**  
Claimant

**APPEAL NO. 10A-UI-12482-DWT**

**ADMINISTRATIVE LAW JUDGE  
DECISION**

**WELLS FARGO BANK NA**  
Employer

**OC: 07/18/10**  
**Claimant: Appellant (1)**

Section 96.5-1- Voluntary Quit

**PROCEDURAL STATEMENT OF THE CASE:**

The claimant appealed a representative's August 26, 2010 determination (reference 02) that disqualified him from receiving benefits and held the employer's account exempt from charge because the claimant voluntarily quit his employment for reasons that do not qualify him to receive benefits. The claimant participated in the hearing. Merle Walker represented the employer. Terri Smith, a branch sales manager, testified on the employer's behalf. Based on the evidence, the arguments of the parties, and the law, the administrative law judge concludes the claimant is not qualified to receive benefits.

**ISSUE:**

Did the claimant voluntarily quit his employment for reasons that qualify him receive benefits?

**FINDINGS OF FACT:**

The claimant started working as a full-time loan officer in June 2009. Smith supervised him. Although the claimant's production may have been low, his job was not in jeopardy in mid-May 2010. The claimant had a number of personal issues going on his life. After he talked about quitting so he could focus his attention on his personal issues, Smith called a meeting on May 17 so the claimant and employer could discuss options.

During the meeting, the claimant asked if he could have time off until a pending legal matter was resolved. The claimant was scheduled to go to court on June 7. The employer would not grant him that much time off. After talking to the claimant, the employer made a comment that if his heart was not in his job, he may want to resign. After thinking over his options, the claimant submitted his resignation on May 24, 2010. Although the claimant gave a two-week notice, the employer ends a loan officer's employment immediately.

As of June 8, the claimant's legal issues had been resolved, but he did not contact the employer about returning to work.

**REASONING AND CONCLUSIONS OF LAW:**

A claimant is not qualified to receive unemployment insurance benefits if he voluntarily quits employment without good cause attributable to the employer. Iowa Code A 96.5-1. When a claimant quits, he has the burden to establish he quit for reasons that qualify him to receive benefits. Iowa Code § 96.6-2.

The claimant established compelling personal reasons for quitting. His reasons for quitting do not qualify him to receive benefits. As of July 18, 2010, the claimant is not qualified to receive benefits.

**DECISION:**

The representative's August 26, 2010 determination (reference 02) is affirmed. The claimant voluntary quit his employment for reasons that do not qualify him to receive benefits. The claimant is disqualified from receiving unemployment insurance benefits as of July 18, 2010. This disqualification continues until he has been paid ten times his weekly benefit amount for insured work, provided he is otherwise eligible. The employer's account will not be charged.

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Debra L. Wise  
Administrative Law Judge

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Decision Dated and Mailed

dlw/kjw